

MINUTES

MEDICAL STAFF CAREER SERVICE BOARD MEETING

Thursday, 15 May 1961

Present: C/MS - Chairman Dr. Tietjen
 DC/MS - Voting Member Dr. [REDACTED]
 C/OD - Voting Member Dr. [REDACTED]
 C/CD - Voting Member Dr. [REDACTED]
 C/SD - Voting Member Mr. [REDACTED] 25X1A9a
 C/PS Dr. [REDACTED]
 DC/OD Dr. [REDACTED]
 PO/MS - Executive Secretary Mr. [REDACTED]
 Secretary to C/MS - Recording Secretary . . Miss [REDACTED]

1. Minutes of Previous Meeting

The Executive Secretary asked that Paragraph 2d of the Minutes of the Medical Staff Career Service Board Meeting of 26 May 1961 be corrected to indicate he had discussed the Fitness Report on [REDACTED] with C/CD rather than with Dr. [REDACTED]. With this correction, the Minutes were approved. 25X1A9a

2. Review of Fitness Reports

a. The Executive Secretary reviewed a Fitness Report received on [REDACTED] GS-7, Medical Technician, as completed by Dr. [REDACTED] 25X1A9a
 Because of an unfavorable Fitness Report received sometime ago, Mr. [REDACTED] 25X1A9a
 Periodic Step Increase was withheld until 15 September 1961. Mr. [REDACTED] 25X1A9a
 is due to report for Headquarters duty on 19 June 1961.

b. A recent Fitness Report completed on [REDACTED] GS-14, 25X1A9a
 Medical Officer, has been received and is available for the review of the Board Members.

3. Assignment

Consideration of a candidate for a new Medical Technician position at [REDACTED] was introduced by the Executive Secretary, who outlined briefly the duties required of the position. Two candidates, who meet the requirements, are available for the assignment, namely, [REDACTED] 25X1A9a
 [REDACTED] GS-7, Medical Technician, and [REDACTED] GS-6, Medical Technician. The Executive Secretary recommended the assignment of [REDACTED] 25X1A9a
 in view of his longer period of duty with the Agency; however, because of Mr. [REDACTED] previous experience with the Marine Corps, some of the Members felt he would be better qualified to handle the independent-duty aspects of the assignment. C/OD favored the assignment of [REDACTED] 25X1A9a
 to this position but stated he would support the nomination of Mr. [REDACTED] 25X1A9a
 if the Support Division provides appropriate training in supply procedures before the assignment is effected. In view of this discussion,

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the Executive Secretary changed his recommendation from [REDACTED] to Mr. [REDACTED] the Members unanimously concurred in this recommendation.

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4. Discussion

The Executive Secretary provided the Members with copies of the attached "Physician Recruitment Report, 1 May 1960 - 30 April 1961", dated 5 May 1961, which was used as the basis for a discussion on this subject. The following points were discussed in some detail:

a. C/PS felt the two days allocated for all the interviews was insufficient because, in most cases, the physician did not have time to complete the PI prior to the interview with the psychiatrist. Not only should the PI be completed, but the psychiatrist should have time to review it before the interview. In order to alleviate this problem, the following scheduling will be effected on the first day: physical examination, polygraph examination, completion of the PI, psychiatric interview, to be followed by interviews with the other Staff Members.

b. The desirability of interviewing the wives of physician candidates was discussed and it was agreed that, in some cases, it would be well to evaluate the wife's reactions to her husband's assignment. Therefore, in those cases in which C/PS feels such an interview would be desirable, he will so recommend and the wife will be brought to Headquarters.

c. C/CD raised the question of the desirability of a personal approach to recruitment through contact with physician training institutions. It was generally agreed that, while this approach has been very successful in the recruitment of psychiatrists, very few of our physicians have been recruited in this fashion.

d. C/PS felt that perhaps the Medical Staff might attract physicians with more interest in the Agency and in their jobs if they were offered staff status rather than a 2-year contract. To this, C/CD added that he felt a strong career program would help in retaining the services of physicians who have performed well with the Agency. C/CD also noted that he felt the starting salary for physicians is too low.

e. DC/OD said he believes our physician recruitment program has been very satisfactory in that the requests for physicians have been met. He felt, however, that some effort should be directed toward specialized recruitment; that is, recruitment of physicians with area language ability, etc.

Attachment:

As Stated Above
(with Original Only)

MS/mam

Distribution:

- Orig - C/MS
- 1 - DC/MS
- 1 - C/OD
- 1 - C/CD
- 1 - C/SD
- 1 - PO/MS